…… Education and Training Board

Bord Oideachais agus Oiliúna …..

Gender Pay Gap Report 2024

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1. INTRODUCTION

The Gender Pay Gap Information Act 2021 has introduced the legislative basis for gender pay gap reporting. The regulations will require organisations with over 250 employees to report on their gender pay gap in 2024.

This is Limerick and Clare Education and Training Board's (LCETB) third Gender Pay Gap Report and is based on a snapshot of employees on the 30th June 2024. The gender pay gap is the difference between the average hourly wages of men and women in an organisation, regardless of their seniority.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office (S.I. No. 264 of 2022).

:

1. Median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2. Mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. Median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
4. Mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees Gender Pay Gap Report 2024
5. Bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Employers are also required to publish a statement setting out, in the employers' opinion, the reasons for the gender pay gap in their company and what measures are being taken or proposed to be taken by the employer to eliminate or reduce that pay gap.

2. GENDER PAY GAP ANALYSIS 2024

The report shows a Mean Gender Pay Gap of 4.42% and a Median Gender Pay Gap of

1.08%.

Overall the gender breakdown is: Male 31.07% Female 68.93%

- Part-time Male 26.37% Female 73.63%
- Full-time Male 34.14% Female 65.86%

Snapshot Date	30th June 2024	**Mean: 4.42% Median: 1.08%**
Reporting Period - From	30th June 2023	
Reporting Period - To	29th June 2024	

Headcount on Snapshot Date

Headcount	Fulltime Employees	Part-time Employees	**Total Employees**	of Whom are Temporary
Male	491	241	**732**	0
Female	947	673	**1620**	0
Total	**1438**	**914**	**2352**	**0**

Gender Pay Gap Metrics ***[Regulations 7(1), 8(1), 9(1), 10(1)]***

	Gender Gap in Hourly Remuneration			
	Mean	%	Median	%
Full Time Employees	R.7(1)(a)	**1.33**	*R.8(1)(a)*	**-5.56**
Part Time Employees	R.7(1)(b)	**7.99**	*R.8(1)(b)*	**1.53**
Temporary Workers	R.7(1)(c)	**N/A**	*R.8(1)(c)*	**N/A**

	Gender Gap in Bonus			
	Mean	%	Median	%
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A

	% of all Male		% of all Female	
% in receipt of Bonus	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A	R.9(1)(d)	N/A

Pay Quartiles		% Male		% Female
Quartile 1	*R.10(1)(a)*	**49.80**	*R.10(1)(a)*	**50.20**
Quartile 2	*R.10(1)(b)*	**50.08**	*R.10(1)(b)*	**49.92**
Quartile 3	*R.10(1)(c)*	**50.21**	*R.10(1)(c)*	**49.79**
Quartile 4	*R.10(1)(d)*	**45.33**	*R.10(1)(d)*	**54.67**

Full-time employees:

Mean Gender Pay Gap for full-time employees

Our mean hourly gender pay gap for full-time employees is 1.33% in favour of male/female employees.

Median Gender Pay Gap for full-time employees

Our median hourly gender pay gap for part-time employees is -5.56% in favour of male/female employees.

Part-time employees:

Mean Gender Pay Gap for part-time employees

Our mean hourly gender pay gap for part-time employees is 7.99 % in favour of male/female employees.

Median Gender Pay Gap for part-time employees

Our median hourly gender pay gap for part-time employees is 1.53 % in favour of male/female employees.

3. GENDER PAY GAP STATEMENT 2024

All Education and Training Boards' salary scales are approved by the Department of Education and the Department of Further and Higher Education, Research, Innovation, Science. We do not have any flexibility to apply off scale salaries to any specialist skillsets. On occasion, we may have a new employee who is moving from an existing public service post. If appointed to a post that is deemed an analogous grade/scale, the new employee may be appointed at their current scale point.

LCETB adheres to all public service pay scales and any pay agreements. This ensures that everyone is paid fairly for undertaking the same or a similar role. We also adhere to Circular 47/2020 – Revised arrangements applying to starting pay. This circular states that we must appoint at the minimum point of the scale.

LCETB strive to follow best practice and ensure our workplaces are accessible to all. All members of interview selection boards are trained in unconscious bias and disability awareness and that all policies and procedures are inclusive and accessible.

The reason for the gender differences is that the ETB has more women than men employed at almost all of the grades, so the question could be asked as to why there is a gender pay gap. Our analysis shows that it is mostly women in our ETB who are availing of family friendly schemes. Where employees choose to avail of job/work-sharing, shorter working year etc. their annualised base pay is reduced and as it is mostly women in our ETB who avail of family friendly schemes, a gender pay gap arises.

LCETB will continue to analyse and address insights from our annual Gender Pay gap reports and develop actions and initiatives as necessary over the coming years to address any issues arising, in consultation, where appropriate with the Department of Education/DFHERIS.